



United States
**Office of
Personnel Management**

Washington, D.C. 20415

In Reply Refer To

Your Reference

FEB 2 5 1981

• Dr. John N. Ellison •
Associate Dean
National Defense University
Industrial College of the Armed Forces
Washington, D. C. 20319

Attention: ICFA - AD

Dear Dr. Ellison:

We have carefully reviewed the curriculum guides and other documentation which you submitted in support of a proposal that all participants in the programs of the ICAF and NWC be exempt from participation in the required OPM Executive Development Seminar.

The programs of the National Defense University clearly provide a series of training and developmental experiences which are designed to assist in the transition from managerial to executive-level assignments. We agree that the graduates of ICAF and NWC have had the opportunity to gain the broad perspectives needed by Federal Executives and that the objectives of these programs are entirely compatible with our guidelines for executive development. The core-curriculum of ICAF and NWC adequately cover the principal areas of concentration of the Executive Development Seminar, and much more. Therefore, we will be pleased to exempt from the Executive Development Seminar those civilian students who have completed either the programs of the Industrial College of the Armed Forces or that of the National War College. This exemption must be reviewed again after three years in accordance with our policy.

When certifying an individual's completion of requirements for the Agency's Executive Development Candidate Program, as a part of the submission to OPM's Qualifications Review Board, an agency may indicate that the candidate is exempt from the Executive Development Seminar requirement because he or she satisfactorily completed the program of the Industrial College of the Armed Forces or the National War College. At that time, we will request that your office confirm the agency's claim. We are happy to provide agencies this alternative and appreciate your thorough documentation.

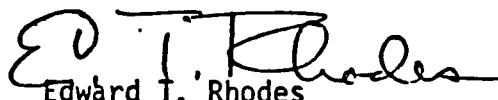
I have included a copy of FPM Bulletin No. 920-36, "Development For and Within the Senior Executive Service, for your further information. This exemption refers specifically to Item 4 (c) of Attachment 1.

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Each agency is required to submit an executive development plan for OPM approval, based on the criteria set forth in this Bulletin. An agency may choose to develop and deliver components of its executive development program internally (other than the Executive Development Seminar) or out-of-agency resources may be used for part or all of the program. However, only graduates of programs based on approved agency executive development plans will be certified by a QRB as managerially qualified for an SES position.

Therefore, agencies may use the ICAF and NWC programs to provide candidates with the kinds of experiences required in agency plans. The availability of high quality developmental programs such as yours can significantly enhance an agency's ability to carry out its approved plan. We strongly support your efforts to advise agencies of your capabilities and we stand ready to assist you as needed.

Sincerely yours,

A handwritten signature in dark ink, appearing to read "E. T. Rhodes". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Edward T. Rhodes
Acting Associate Director
Executive Personnel and
Management Development

Attachment